

BEFORE THE METRO COUNCIL

FOR THE PURPOSE OF RATIFYING) RESOLUTION NO. 94-2057
THE LABORERS INTERNATIONAL)
UNION (LIU) LOCAL 483) Introduced by Rena Cusma,
SETTLEMENT AGREEMENT) Executive Officer

WHEREAS, Measure 8 requires employees to pay the previously employer paid 6% employee "pick up" contribution out of wages or salary beginning January 1, 1995; and

WHEREAS, Metro has discussed this additional cost to employees with LIU Local 483, as well as amending provisions in the collective bargaining agreement which were of concern to Metro; and

WHEREAS, Metro and LIU Local 483 have reached a settlement agreement that gives both the employees, excluding temporary, and Metro a reasonable resolution to these important issues; and


WHEREAS, the settlement agreement provides a five and one-half percent increase in wages or salary for employees, excluding temporary employees, in the LIU Local 483 bargaining unit, and Metro budgeted this amount in the fiscal year 94-95 budget; and

WHEREAS, the settlement agreement is cost neutral to Metro; now, therefore,

BE IT RESOLVED,

1. That the LIU Local 483 collective bargaining agreement is amended to include the settlement agreement in Exhibit A attached hereto.
2. That the pay schedule for the LIU Local 483 is amended as shown in Exhibit B attached hereto.

ADOPTED by the Metro Council this 22nd day of December, 1994.



Judy Wyers, Presiding Officer

Settlement Agreement

Between Metro and LIU LOCAL 483

1. Effective December 16, 1994:

a. Employees, excluding temporary, in the LIU Local 483 bargaining unit will receive a five and one-half percent (5-1/2%) pay increase. On the 5-1/2% increase, additional Employer variable fringe costs of approximately 1/2% equal an overall 6% cost impact to MetroERC.

b. Each salary range shall include the five and one-half percent (5-1/2%) increase.

c. Employees will commence paying the 6% employee pick up contribution for PERS.

2. Metro, through separate Resolution, will propose prior to December 31, 1994, to not consider the "picked up" amount deducted from an employees wages or salary as taxable income for tax purposes.

3. Metro shall have the ability to roll-back the five and one-half percent (5-1/2%) increase if lawsuits are won invalidating the mandatory 6% employee pick up contribution paid out of employees wages or salaries.

4. Article 25 - Discipline and Discharge, Section 25.5, is amended to read:

"Upon request of an employee records of reprimands shall be removed form an employee's personnel file after ~~one (1)~~ two (2) years, provided , however, that the employee has taken corrective action, and has received no other disciplinary actions."

FOR THE UNION:

FOR METRO:

Stan J. Zouren

J. P. - Kiliani

Nick Weiss

Dan Kramer

Date: 12-05-94

Date: 12/5/94

METRO
LABORERS INTERNATIONAL UNION, LOCAL 483 PAY SCHEDULE

REGULAR EMPLOYEES

Pay Range (Hourly Rates):

Class Code	Classification	Entrance Rate	After Six Months	After One Year
019*	Typist-Receptionist	9.93	10.38	11.14
035*	Clerk/Bookkeeper	10.44	11.15	11.88
020*	Clerk/Stenographer	11.18	11.89	12.70
461*	Stationmaster	12.32	12.73	13.20
444*	Custodian	12.74	13.64	14.13
445*	Maintenance Worker 1	12.74	13.64	14.55
465*	Gardener 1	12.74	13.64	14.83
535*	Nutrition Technician	13.24	14.33	15.42
470*	Animal Keeper	13.24	-----	15.42
536*	Veterinary Technician	12.55	-----	14.62
466*	Gardener 2	13.87	14.57	15.62
446*	Maintenance Worker 2	13.87	14.57	15.62
450*	Park Ranger	13.87	14.57	15.62
447*	Maintenance Worker 3	14.77	15.43	16.48
467*	Senior Gardener	15.95	16.66	17.70
468*	Arborist	15.95	16.66	17.70
478*	Work Center Coordinator	15.95	16.66	17.70
471*	Senior Animal Keeper	16.29	-----	-----
448*	Maintenance Technician	16.42	17.16	18.34
455*	Maintenance Lead	17.18	-----	19.17
456*	Master Mechanic	17.18	-----	19.17
457*	Maintenance Electrician	22.11	-----	-----

* Non-exempt classifications. Employees in these classifications are eligible to receive overtime compensation.

Effective: December 16, 1994 - June 30, 1995

Prepared: December 5, 1994

**METRO
LABORERS INTERNATIONAL UNION, LOCAL 483 PAY SCHEDULE**

TEMPORARY EMPLOYEES

Pay Range (Hourly Rates):

Class Code	Classification	Entrance Rate	After Six Months	After One Year
019*	Typist-Receptionist	9.41	9.84	10.56
035*	Clerk/Bookkeeper	9.90	10.57	11.26
020*	Clerk/Stenographer	10.60	11.27	12.04
430*	Laborer (90 working days)	10.64	-----	-----
461*	Stationmaster	11.68	12.07	12.51
444*	Custodian	12.08	12.93	13.39
445*	Maintenance Worker 1	12.08	12.93	13.79
465*	Gardener 1	12.08	12.93	14.06
535*	Nutrition Technician	12.55	13.58	14.62
470*	Animal Keeper	12.55	-----	14.62
536*	Veterinary Technician	12.55	-----	14.62
466*	Gardener 2	13.15	13.81	14.81
446*	Maintenance Worker 2	13.15	13.81	14.81
450*	Park Ranger	13.15	13.81	14.81
447*	Maintenance Worker 3	14.00	14.63	15.62
467*	Senior Gardener	15.12	15.79	16.78
468*	Arborist	15.12	15.79	16.78
478*	Work Center Coordinator	15.12	15.79	16.78
471*	Senior Animal Keeper	15.44	-----	-----
448*	Maintenance Technician	15.56	16.27	17.38
455*	Maintenance Lead	16.28	-----	18.17
456*	Master Mechanic	16.28	-----	18.17
457*	Maintenance Electrician	20.96	-----	-----

* Non-exempt classifications. Employees in these classifications are eligible to receive overtime compensation.

Effective: December 16, 1994 - June 30, 1995

Prepared: December 5, 1994

FINANCE COMMITTEE REPORT

RESOLUTION NOS. 94-2052, 94-2055, AND 94-2057 RELATING TO EMPLOYEE SALARY INCREASES AND UNION BARGAINING AGREEMENTS

Date: December 15, 1994

Presented By: Councilor McLain

COMMITTEE RECOMMENDATION: At its December 13, 1994 meeting the Committee voted 5 to 1 to send Resolutions 94-2052, 94-2055 and 94-2057 to the Council without recommendation. Committee members voting in favor were Councilors Buchanan, Devlin, McLain, Monroe and Washington. Councilor Kvistad voted against the motion and Councilors Gardner and Van Bergen were absent.

COMMITTEE DISCUSSION/ISSUES: Paula Paris, Personnel Manager, presented the Staff Report. She stated all three resolutions provide for five and one-half percent salary increase for non-represented and represented Metro employees effective December 16, 1994. Approval of the resolutions will not require a budget amendment since the funds are already included in the Personal Service appropriation for each Fund and Department. Ms. Paris pointed out that two resolutions, 94-2055 and 94-2057, approve settlement agreements with AFSCME Local 3580 and LIU Local 483 respectively. As such they include changes in the agreements other than salaries and wages. The Agreement with Local 3580 removes the ability for managers to provide 5% merit increases in addition to 5% step increases; and the Agreement with Local 483 provides for employee discipline records to be held in the employee's personnel file for two years rather than one.

During the public hearing 14 persons, including the Executive Officer, appeared in support of the resolutions. All persons appearing were either Metro employees or representatives of the bargaining units. Attached are copies of all written testimony provided to the Committee.

STAFF REPORT

CONSIDERATION OF RESOLUTION NO. 94-2057, FOR THE PURPOSE OF RATIFYING THE LABORERS INTERNATIONAL UNION (LIU) LOCAL 483 SETTLEMENT AGREEMENT.

Date: December 5, 1994

Presented by: Paula Paris

BACKGROUND: With the passage of Measure 8, employers are prohibited from "picking up" the 6% employee contribution for PERS. Measure 8 further mandates that employees must pay the 6% employee contribution from wages or salary. This results in a reduction of employee pay by 6%.

LIU Local 483 asked to bargain the impact of this pay reduction with Metro, and Metro agreed to discuss this issue with the union along with other issues of importance to Metro. As a result of those discussions, a settlement agreement has been reached which provides a reasonable resolution to these issues:

- Employees, excluding temporaries, will receive a five and one-half percent (5-1/2%) pay increase effective December 16, 1994, which shall be incorporated into the pay schedule, and the employees will begin paying the 6% employee "pick up" contribution from wages or salary.
- Metro has the ability to roll back the 5-1/2% increase if lawsuits are won which invalidates the mandatory 6% employee pick-up from employee wages or salary.
- Employee discipline records can now be kept in the employee's personnel file for two years instead of the previous one year.

FISCAL IMPACT: This resolution will be cost neutral. Up to this point, Metro has regularly picked up the 6% employee contribution in to the old Western Retirement Plan and in PERS, which has been a consistent budgeted 6% cost to Metro since at least 1981. However, with the implementation of Measure 8 the employees must now pick up that 6% employee contribution, which allows the budgeted 6% pick up amount to be used to neutralize this five and one-half (5-1/2%) pay increase. The 5-1/2% increase plus 1/2% variable fringe costs equals the 6% already budgeted in personal services.

RECOMMENDATION: We believe this settlement is necessary for consistent and equitable labor relations within Metro, and provides a legitimate and justifiable resolution to important issues for both Metro and its employees. It is, therefore, recommended by the Executive Officer that Resolution No. 94-2057 be approved.